

# Employees in Postsecondary Institutions, Fall 2005 and Salaries of Full- Time Instructional Faculty, 2005-06

U.S. Department of Education  
NCES 2007-150

F I R S T   L O O K







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March 2007

F I R S T L O O K

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## Foreword

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This First Look presents findings from the Human Resources (HR) Component of the Integrated Postsecondary Education Data System (IPEDS) winter 2005-06 data collection. The HR component consists of the following three sections: Employees by Assigned Position (EAP) and Fall Staff (S) for fall 2005 and Salaries (SA) for academic year 2005-06. The three sections were previously separate components but were merged into the single HR component in order to simplify reporting and ensure data consistency and accuracy. These data were collected through the IPEDS web-based data collection system.

The data on which this report is based are available to researchers and the public through the IPEDS Peer Analysis System, which can be found at <http://nces.ed.gov/ipeds>. This First Look report continues the series previously named E.D. TABs based on the collection of data from over 6,500 postsecondary education institutions that participate in Title IV federal student financial aid programs.

We hope that the information provided in the report will be useful to a wide range of interested readers. Further, we hope that the results reported here will encourage researchers and others to make full use of the IPEDS data for analysis, to perform peer comparisons, or to help answer questions about postsecondary education institutions.

**Mark Schneider**

*Commissioner*

*National Center for Education Statistics*

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The information presented in this publication was provided by either state coordinators for the Integrated Postsecondary Education Data System (IPEDS) or officials at individual institutions. In addition, these persons provided much assistance in resolving questions about the data, which resulted in more accurate information. Although it is not possible to list the names of all these people, their assistance was invaluable and is much appreciated.

The U.S. Department of Education, National Center for Education Statistics (NCES), and the Office for Civil Rights, with the approval of the Office of Management and Budget, cooperate in the collection of racial/ethnic and gender information from all postsecondary institutions that participate in the Human Resources component of IPEDS. In this collaboration, data provided by postsecondary institutions are designated as Compliance Reports pursuant to the Civil Rights Act of 1964 (34 CFR 100.6(b)).

The authors are grateful to Sabrina Ratchford, Paula Knepper, and Dennis Carroll of the Postsecondary Studies Division, National Center for Education Statistics, for their valuable comments during the review of this publication. We also appreciate the thoughtful review provided by Tom Snyder, National Center for Education Statistics; Mary Schifferli, Office for Civil Rights; Mary Ann Coughlin, Professor of Research and Statistics at Springfield College, and Paula Hollis, Research Coordinator for the Office of Research and Planning at the University System of New Hampshire. At RTI International, in addition to the authors, Scott Ginder, Jiantong (Jean) Wang, Heather Meier, Kelly Close, Robert J. (Joey) Morris, James Isaac, and Joanne Studders contributed to the production of this report.





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# Introduction

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The Integrated Postsecondary Education Data System (IPEDS) collects institution-level data from postsecondary institutions in the United States (50 states and the District of Columbia) and other jurisdictions, such as Puerto Rico.<sup>1</sup> For IPEDS, a postsecondary institution is defined as an organization open to the public that has as its primary mission the provision of postsecondary education. IPEDS defines postsecondary education as formal instructional programs with a curriculum designed primarily for students who are beyond the compulsory age for high school. This includes academic, vocational, and continuing professional education programs and excludes institutions that offer only avocational (leisure) and adult basic education programs.

Prior to the inception of IPEDS, The National Center for Education Statistics (NCES) collected data from approximately 3,600 institutions of higher education through its Higher Education General Information Survey (HEGIS) program. HEGIS was conducted from 1966 until 1985, when the mission of NCES was expanded to include all postsecondary institutions.

## IPEDS 2005-06

Participation in IPEDS was a requirement for the 6,622 institutions that participated in Title IV federal student financial aid programs, such as Pell Grants or Stafford Loans, during the 2005-06 academic year.<sup>2</sup> Title IV institutions include traditional colleges and universities, 2-year institutions, and for-profit degree- and non-degree-granting institutions (such as schools of cosmetology), among others. In addition, 83 administrative offices (central and system offices) listed in the IPEDS universe were expected to participate in the Human Resources component. Four of the U.S. service academies are included in the IPEDS universe as if they were Title IV institutions.<sup>3</sup> Institutions that do not participate in Title IV programs may participate in the IPEDS data collection on a voluntary basis.

After participating in the IPEDS fall 2005 data collection, nine institutions closed, which left 6,613 institutions and 83 administrative offices in the United States and other jurisdictions that were eligible to participate in the IPEDS winter 2005-06 data collection. While 6,696 institutions and administrative offices were eligible to participate in the IPEDS winter data collection, 13 institutions that were significantly affected by Hurricanes Katrina and Rita in 2005 were unable to participate in the Human Resources component of the winter data collection.<sup>4</sup>

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<sup>1</sup> The other jurisdictions include American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands.

<sup>2</sup> Institutions participating in Title IV programs are accredited by an agency or organization recognized by the Secretary of the U.S. Department of Education, have a program of over 300 clock hours or 8 credit hours, have been in business for at least 2 years, and have a signed Program Participation Agreement (PPA) with the Office of Postsecondary Education (OPE), U.S. Department of Education.

<sup>3</sup> The four U.S. service academies that are not Title IV-eligible are the U.S. Naval Academy, the U.S. Military Academy, the U.S. Coast Guard Academy, and the U.S. Air Force Academy. One academy, the U.S. Merchant Marine Academy, is Title IV-eligible. Data for all five institutions are included in the tables and counts of institutions.

<sup>4</sup> Affected tables are noted accordingly.

## Focus of This Report

Tabulations in this report present selected data items collected in winter 2005-06 from the 6,441 Title IV institutions and 80 administrative offices in the United States that were eligible for the Human Resources component (excluding the 13 institutions unable to respond because of natural disasters). Additional detailed information concerning the HR data is available through the various IPEDS web tools, such as the Peer Analysis System.<sup>5</sup>

## Human Resources: Employees by Assigned Position, Fall Staff, and Salaries

The HR component consists of three sections: Employees by Assigned Position (EAP), Fall Staff, and Salaries. The EAP section was required of all 6,683 Title IV institutions and administrative offices (not affected by natural disaster), and 6,681, or over 99.9 percent, responded.

The Fall Staff section consisted of two forms, the long version, which was required of Title IV degree-granting institutions and related administrative offices that had 15 or more full-time staff, and the short version, which was required of Title IV non-degree-granting institutions and related administrative offices that had 15 or more full-time staff.<sup>6</sup> Thus, for the winter 2005-06 collection, 4,898 Title IV institutions and administrative offices (excluding those affected by natural disasters) were required to complete the Fall Staff section. Of these, 4,895, or 99.9 percent, responded.

The Salaries section was required of Title IV degree-granting institutions except for those institutions at which all instructional faculty<sup>7</sup> were part time, contributed their services, were in the military, or taught preclinical or clinical medicine. For the winter 2005-06 collection, 4,224 Title IV degree-granting institutions<sup>8</sup> (excluding those affected by natural disasters) were required to complete the Salaries section. Of these, 4,222, or over 99.9 percent, responded. For the purpose of this report, total salary outlays for full-time instructional faculty (by rank) on 11/12-month contracts were adjusted to 9/10-month outlays by multiplying the outlay for 11/12-month contracted faculty by 0.8182. The “equated” outlays were then added to the outlays for 9/10-month faculty to determine an average salary for each rank. Salaries for faculty on less than-9-month contracts are not included.

While the EAP and Fall Staff sections both collect employee counts by primary function/occupational activity, the primary function/occupational activity categories and the information collected within the categories differ somewhat between the sections. Please refer to appendix A for a detailed description of the sections of the HR component.

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<sup>5</sup> See <http://nces.ed.gov/ipeds>.

<sup>6</sup> Fall Staff data are required every 2 years, in odd-numbered reporting years.

<sup>7</sup> Full-time instructional faculty are those members of the instruction/research staff who are employed full time and whose specific assignments customarily are made for the purpose of providing instruction or teaching, including those with released time for research. Full-time instructional faculty also include those for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of his/her regular assignment. They are reported as “primarily instruction” or “instruction combined with research and/or public service” in the full-time non-medical school part of the Employees by Assigned Position section.

<sup>8</sup> Although the Salaries section is applicable to degree-granting institutions only, five degree-granting institutions (parents) reported not only their own data, but also data for two non-degree-granting institutions and for three administrative offices (children).

## Selected Findings

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### Staff at Title IV Institutions and Administrative Offices

#### *Employees by Assigned Position*

- Title IV institutions in the United States employed 3.5 million individuals in fall 2005 (table 1). Of the 3.5 million individuals, about 2.2 million were employed full time and 1.2 million were employed part time.
- Public Title IV institutions reported employing 2.3 million individuals while private not-for-profit Title IV institutions reported about 981,000 individuals and private for-profit Title IV institutions reported about 179,000 individuals (table 1).
- Of the 1.3 full-time professionals employed at Title IV institutions (excluding medical schools), 49 percent had faculty status (table 2). A greater proportion of staff at 2-year institutions have faculty status (62 percent) than at 4-year institutions (46 percent).
- Eight percent of full-time professionals with faculty status employed at Title IV institutions worked for an institution with no tenure system (table 2).

#### *Fall Staff*

- Title IV degree-granting institutions in the United States that had 15 or more full-time staff hired 140,000 new full-time employees in fall 2005 (table 3). About 34 percent of these new hires were faculty.
- At Title IV degree-granting institutions, 67 percent of full-time faculty with tenure were men and 33 percent of full-time faculty with tenure were women (table 4). Considering race/ethnicity, 84 percent of full-time faculty with tenure were White, non-Hispanic, 7 percent were Asian/Pacific Islander, 4 percent were Black, non-Hispanic, and 3 percent were Hispanic.

### Salaries and Benefits of Full-Time Instructional Faculty at Title IV Degree-Granting Institutions

- The average salaries of full-time instructional faculty for the 2005-06 academic year at Title IV degree-granting institutions varied by academic rank, with faculty holding higher ranks earning higher average salaries (table 5). Considering adjusted 9-month average salaries, professors earned \$90,600, associate professors earned \$65,600, assistant professors earned \$55,000, instructors earned \$47,400, and lecturers earned \$46,000. Those with no academic rank earned \$48,000.
- At 4-year institutions, full-time instructional faculty at public institutions earned an average salary of \$68,500 while faculty at private, not-for-profits earned \$69,500 (table 5). The average salary at private for-profit institutions was much lower (\$35,900).
- Overall, retirement plans and medical/dental plans are the largest fringe benefits offered to full-time instructional faculty (table 6).

Table 1. Staff at Title IV institutions and administrative offices, by employment status, medical school staff status, control of institution, and primary function/occupational activity: United States, fall 2005

Control of institution and primary function/occupational activity	Total			Full time			Part time		
	Total	Staff (except those in medical schools)	Medical school staff <sup>1</sup>	Total	Staff (except those in medical schools)	Medical school staff <sup>1</sup>	Total	Staff (except those in medical schools)	Medical school staff <sup>1</sup>
Total	3,453,461	3,125,329	328,132	2,228,959	1,956,168	272,791	1,224,502	1,169,161	55,341
Primarily instruction	1,009,858	976,787	33,071	448,895	423,282	25,613	560,963	553,505	7,458
Instruction/research/public service	238,228	190,829	47,399	182,317	140,333	41,984	55,911	50,496	5,415
Primarily research	59,972	42,620	17,352	48,950	33,901	15,049	11,022	8,719	2,303
Primarily public service	22,503	14,259	8,244	15,914	9,281	6,633	6,589	4,978	1,611
Executive/administrative/managerial	205,163	190,038	15,125	198,322	183,857	14,465	6,841	6,181	660
Other professional (support/service)	664,821	565,475	99,346	574,034	485,449	88,585	90,787	80,026	10,761
Graduate assistants <sup>2</sup>	317,207	298,602	18,605	†	†	†	317,207	298,602	18,605
Technical and paraprofessionals	196,485	162,533	33,952	156,960	126,969	29,991	39,525	35,564	3,961
Clerical and secretarial	448,406	401,748	46,658	353,692	310,756	42,936	94,714	90,992	3,722
Skilled crafts	61,838	60,494	1,344	59,182	57,895	1,287	2,656	2,599	57
Service/maintenance	228,980	221,944	7,036	190,693	184,445	6,248	38,287	37,499	788
Public	2,293,866	2,107,954	185,912	1,446,849	1,297,471	149,378	847,017	810,483	36,534
Primarily instruction	633,142	611,833	21,309	288,180	271,680	16,500	344,962	340,153	4,809
Instruction/research/public service	165,147	139,953	25,194	125,821	104,046	21,775	39,326	35,907	3,419
Primarily research	39,655	29,866	9,789	31,784	23,167	8,617	7,871	6,699	1,172
Primarily public service	16,364	12,599	3,765	11,267	8,300	2,967	5,097	4,299	798
Executive/administrative/managerial	102,467	96,394	6,073	99,265	93,512	5,753	3,202	2,882	320
Other professional (support/service)	444,141	382,559	61,582	382,012	327,714	54,298	62,129	54,845	7,284
Graduate assistants <sup>2</sup>	257,954	243,744	14,210	†	†	†	257,954	243,744	14,210
Technical and paraprofessionals	143,416	127,335	16,081	112,219	98,328	13,891	31,197	29,007	2,190
Clerical and secretarial	291,555	267,025	24,530	222,475	199,865	22,610	69,080	67,160	1,920
Skilled crafts	46,652	46,097	555	44,716	44,191	525	1,936	1,906	30
Service/maintenance	153,373	150,549	2,824	129,110	126,668	2,442	24,263	23,881	382
Private not-for-profit	980,934	838,714	142,220	689,527	566,114	123,413	291,407	272,600	18,807
Primarily instruction	273,148	261,386	11,762	133,857	124,744	9,113	139,291	136,642	2,649
Instruction/research/public service	67,770	45,565	22,205	53,483	33,274	20,209	14,287	12,291	1,996
Primarily research	20,262	12,699	7,563	17,126	10,694	6,432	3,136	2,005	1,131
Primarily public service	6,029	1,550	4,479	4,559	893	3,666	1,470	657	813
Executive/administrative/managerial	86,252	77,200	9,052	83,042	74,330	8,712	3,210	2,870	340
Other professional (support/service)	195,356	157,592	37,764	168,530	134,243	34,287	26,826	23,349	3,477
Graduate assistants <sup>2</sup>	59,101	54,706	4,395	†	†	†	59,101	54,706	4,395
Technical and paraprofessionals	48,655	30,784	17,871	41,092	24,992	16,100	7,563	5,792	1,771
Clerical and secretarial	136,911	114,783	22,128	114,032	93,706	20,326	22,879	21,077	1,802
Skilled crafts	14,999	14,210	789	14,337	13,575	762	662	635	27
Service/maintenance	72,451	68,239	4,212	59,469	55,663	3,806	12,982	12,576	406
Private for-profit	178,661	178,661	†	92,583	92,583	†	86,078	86,078	†
Primarily instruction	103,568	103,568	†	26,858	26,858	†	76,710	76,710	†
Instruction/research/public service	5,311	5,311	†	3,013	3,013	†	2,298	2,298	†
Primarily research	55	55	†	40	40	†	15	15	†
Primarily public service	110	110	†	88	88	†	22	22	†
Executive/administrative/managerial	16,444	16,444	†	16,015	16,015	†	429	429	†
Other professional (support/service)	25,324	25,324	†	23,492	23,492	†	1,832	1,832	†
Graduate assistants <sup>2</sup>	152	152	†	†	†	†	152	152	†
Technical and paraprofessionals	4,414	4,414	†	3,649	3,649	†	765	765	†
Clerical and secretarial	19,940	19,940	†	17,185	17,185	†	2,755	2,755	†
Skilled crafts	187	187	†	129	129	†	58	58	†
Service/maintenance	3,156	3,156	†	2,114	2,114	†	1,042	1,042	†

† Not applicable.

<sup>1</sup> Medical schools are defined as those with M.D. and/or D.O. programs.

<sup>2</sup> By definition, all graduate assistants are part-time.

NOTE: Data are for all institutions and administrative offices. Thirteen institutions that were required to complete this section of the Human Resources (HR) component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06, Human Resources component, Employees by Assigned Position section.



Table 2. Full-time professional staff at Title IV institutions and administrative offices, by control of institution, medical school staff status, level of institution, and faculty status: United States, fall 2005

Medical school staff status, level of institution, and faculty status	Number				Percent			
	Total	Public	Private not-for-profit	Private for-profit	Total	Public	Private not-for-profit	Private for-profit
Staff (except those in medical schools <sup>1</sup> )	1,276,103	828,419	378,178	69,506	100.0	100.0	100.0	100.0
With faculty status	628,682	426,885	168,169	33,628	49.3	51.5	44.5	48.4
With tenure	283,246	207,473	73,536	2,237	22.2	25.0	19.4	3.2
On tenure track	118,549	83,348	35,028	173	9.3	10.1	9.3	0.2
Not on tenure track	128,731	92,657	35,885	189	10.1	11.2	9.5	0.3
No tenure system	98,156	43,407	23,720	31,029	7.7	5.2	6.3	44.6
Without faculty status	647,421	401,534	210,009	35,878	50.7	48.5	55.5	51.6
4-year	1,039,191	635,409	371,639	32,143	100.0	100.0	100.0	100.0
With faculty status	479,504	304,379	164,159	10,966	46.1	47.9	44.2	34.1
With tenure	229,302	155,897	73,292	113	22.1	24.5	19.7	0.4
On tenure track	100,573	65,572	34,929	72	9.7	10.3	9.4	0.2
Not on tenure track	116,498	80,771	35,699	28	11.2	12.7	9.6	0.1
No tenure system	33,131	2,139	20,239	10,753	3.2	0.3	5.4	33.5
Without faculty status	559,687	331,030	207,480	21,177	53.9	52.1	55.8	65.9
2-year	214,584	188,112	5,344	21,128	100.0	100.0	100.0	100.0
With faculty status	133,658	118,296	3,229	12,133	62.3	62.9	60.4	57.4
With tenure	50,802	49,691	191	920	23.7	26.4	3.6	4.4
On tenure track	17,370	17,231	99	40	8.1	9.2	1.9	0.2
Not on tenure track	11,661	11,358	171	132	5.4	6.0	3.2	0.6
No tenure system	53,825	40,016	2,768	11,041	25.1	21.3	51.8	52.3
Without faculty status	80,926	69,816	2,115	8,995	37.7	37.1	39.6	42.6
Less-than-2-year	22,328	4,898	1,195	16,235	100.0	100.0	100.0	100.0
With faculty status	15,520	4,210	781	10,529	69.5	86.0	65.4	64.9
With tenure	3,142	1,885	53	1,204	14.1	38.5	4.4	7.4
On tenure track	606	545	0	61	2.7	11.1	0.0	0.4
Not on tenure track	572	528	15	29	2.6	10.8	1.3	0.2
No tenure system	11,200	1,252	713	9,235	50.2	25.6	59.7	56.9
Without faculty status	6,808	688	414	5,706	30.5	14.0	34.6	35.1
Medical school staff <sup>1</sup>	192,329	109,910	82,419	†	100.0	100.0	100.0	†
With faculty status	87,433	51,282	36,151	†	45.5	46.7	43.9	†
With tenure	20,737	13,203	7,534	†	10.8	12.0	9.1	†
On tenure track	16,283	6,925	9,358	†	8.5	6.3	11.4	†
Not on tenure track	49,763	31,154	18,609	†	25.9	28.3	22.6	†
No tenure system	650	0	650	†	0.3	0.0	0.8	†
Without faculty status	104,896	58,628	46,268	†	54.5	53.3	56.1	†

† Not applicable.

<sup>1</sup> Medical schools are defined as those with M.D. and/or D.O. programs.

NOTE: Detail may not sum to totals because of rounding. Data are for all institutions and administrative offices. Professional staff include those staff in the following positions: primarily instruction, instruction combined with research and/or public service, primarily research, primarily public service, executive/administrative/managerial, and other professional (support/service). Thirteen institutions that were required to complete this section of the Human Resources (HR) component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06, Human Resources component, Employees by Assigned Position section.

Table 3. Staff and new hires at Title IV institutions and administrative offices, by employment status, gender, and primary function/occupational activity: United States, fall 2005

Primary function/occupational activity	Total		Full time		Part time		Men		Women	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total (degree-granting and non-degree-granting institutions and administrative offices)										
Total, all institutions	3,428,811	100.0	2,216,291	100.0	1,212,520	100.0	1,600,273	100.0	1,828,538	100.0
All staff										
Professional staff	2,496,068	72.8	1,457,477	65.8	1,038,591	85.7	1,254,558	78.4	1,241,510	67.9
Faculty <sup>1</sup>	1,314,506	38.3	689,753	31.1	624,753	51.5	725,007	45.3	589,499	32.2
Executive/administrative/ managerial	201,571	5.9	195,174	8.8	6,397	0.5	97,337	6.1	104,234	5.7
Other professional (support/ service)	662,845	19.3	572,550	25.8	90,295	7.4	264,683	16.5	398,162	21.8
Graduate assistants <sup>2</sup>	317,146	9.2	†	†	317,146	26.2	167,531	10.5	149,615	8.2
Nonprofessional staff	932,743	27.2	758,814	34.2	173,929	14.3	345,715	21.6	587,028	32.1
Technical and paraprofessionals	196,211	5.7	156,818	7.1	39,393	3.2	80,695	5.0	115,516	6.3
Clerical and secretarial	446,360	13.0	352,422	15.9	93,938	7.7	64,339	4.0	382,021	20.9
Skilled crafts	61,789	1.8	59,160	2.7	2,629	0.2	57,725	3.6	4,064	0.2
Service/maintenance	228,383	6.7	190,414	8.6	37,969	3.1	142,956	8.9	85,427	4.7
Degree-granting institutions and related administrative offices only										
New hires (full time only) <sup>3</sup>	142,024	100.0	142,024	100.0	†	†	63,270	100.0	78,754	100.0
Professional staff	97,504	68.7	97,504	68.7	†	†	46,888	74.1	50,616	64.3
Faculty <sup>1</sup>	47,695	33.6	47,695	33.6	†	†	25,319	40.0	22,376	28.4
Executive/administrative/ managerial	8,256	5.8	8,256	5.8	†	†	4,007	6.3	4,249	5.4
Other professional (support/ service)	41,553	29.3	41,553	29.3	†	†	17,562	27.8	23,991	30.5
Nonprofessional staff	44,520	31.3	44,520	31.3	†	†	16,382	25.9	28,138	35.7
Technical and paraprofessionals	10,480	7.4	10,480	7.4	†	†	4,209	6.7	6,271	8.0
Clerical and secretarial	21,890	15.4	21,890	15.4	†	†	3,824	6.0	18,066	22.9
Skilled crafts	1,756	1.2	1,756	1.2	†	†	1,628	2.6	128	0.2
Service/maintenance	10,394	7.3	10,394	7.3	†	†	6,721	10.6	3,673	4.7

† Not applicable.

<sup>1</sup> Staff whose primary responsibility is instruction, research, and/or public service.

<sup>2</sup> By definition, all graduate assistants are part-time.

<sup>3</sup> New hires include full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2005, either for the first time (new to the institution) or after a break in service and who were still on the payroll of the institution as of November 1, 2005. New hires do not include persons who have returned from sabbatical leave or full-time faculty working less-than-9-month contracts/teaching periods. New hires are included in the counts of all staff.

NOTE: Detail may not sum to totals because of rounding. Data are for institutions and administrative offices that have 15 or more full-time staff. Thirteen institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06, Human Resources component, Fall Staff section.

Table 4. Full-time faculty at Title IV degree-granting institutions and administrative offices, by faculty status, sector of institution, gender, and race/ethnicity: United States, fall 2005

Sector of institution, gender, and race/ethnicity	Staff with faculty status											
	Total faculty <sup>1</sup>		With tenure		On tenure track		Not on tenure track		No tenure system		Staff without faculty status	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	675,624	100.0	283,434	100.0	131,140	100.0	156,965	100.0	78,206	100.0	25,879	100.0
Sector of institution												
Public 4-year	339,058	50.2	158,385	55.9	70,758	54.0	95,776	61.0	1,989	2.5	12,150	46.9
Public 2-year	111,538	16.5	46,396	16.4	16,395	12.5	9,621	6.1	38,423	49.1	703	2.7
Private not-for-profit 4-year	205,046	30.3	78,256	27.6	43,811	33.4	51,450	32.8	18,639	23.8	12,890	49.8
Private not-for-profit 2-year	1,763	0.3	147	0.1	94	0.1	84	0.1	1,434	1.8	4	#
Private for-profit 4-year	10,339	1.5	76	#	49	#	28	#	10,151	13.0	35	0.1
Private for-profit 2-year	7,880	1.2	174	0.1	33	#	6	#	7,570	9.7	97	0.4
Gender												
Men	401,507	59.4	190,587	67.2	72,687	55.4	81,918	52.2	40,993	52.4	15,322	59.2
Women	274,117	40.6	92,847	32.8	58,453	44.6	75,047	47.8	37,213	47.6	10,557	40.8
Race/ethnicity												
White, non-Hispanic	527,900	78.1	238,211	84.0	93,769	71.5	116,760	74.4	64,709	82.7	14,451	55.8
Black, non-Hispanic	35,458	5.2	12,660	4.5	8,144	6.2	8,018	5.1	5,749	7.4	887	3.4
Hispanic	22,818	3.4	8,733	3.1	5,325	4.1	5,143	3.3	2,720	3.5	897	3.5
Asian/Pacific Islander	48,457	7.2	18,546	6.5	11,850	9.0	12,358	7.9	2,302	2.9	3,401	13.1
American Indian/Alaska Native	3,231	0.5	1,172	0.4	635	0.5	657	0.4	702	0.9	65	0.3
Race/ethnicity unknown	9,703	1.4	1,722	0.6	2,533	1.9	2,664	1.7	1,742	2.2	1,042	4.0
Nonresident alien	28,057	4.2	2,390	0.8	8,884	6.8	11,365	7.2	282	0.4	5,136	19.8

# Rounds to zero.

<sup>1</sup> Staff whose primary responsibility is instruction, research, and/or public service.

NOTE: Detail may not sum to totals because of rounding. Data are for degree-granting institutions and administrative offices that have 15 or more full-time staff. Thirteen institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06, Human Resources component, Fall Staff section.

Table 5. Average salaries of full-time instructional faculty at Title IV degree-granting institutions, by academic rank, control and level of institution, and gender: United States, academic year 2005-06

Control and level of institution, and gender	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank <sup>1</sup>
Adjusted 9-month average salaries <sup>2</sup>	\$64,636	\$90,591	\$65,580	\$55,022	\$47,420	\$46,042	\$48,057
Public	64,230	88,179	65,552	55,267	51,048	44,993	49,688
4-year	68,452	92,325	67,279	56,464	40,321	45,010	47,260
Men	73,890	94,672	69,051	58,434	41,283	45,683	49,382
Women	59,816	84,569	64,475	54,177	39,667	44,446	45,212
2-year	54,400	64,707	54,461	48,140	55,233	44,522	50,213
Men	55,677	66,482	55,368	48,836	56,279	43,916	51,338
Women	53,233	62,772	53,633	47,552	54,290	45,109	49,222
Private not-for-profit	69,152	96,009	65,873	54,703	40,295	49,469	52,207
4-year	69,524	96,151	65,974	54,801	40,600	49,453	52,913
Men	75,032	99,233	67,643	56,665	40,280	52,360	55,277
Women	60,991	86,879	63,469	52,829	40,868	46,804	49,921
2-year	38,687	45,700	42,316	38,032	37,266	52,141	37,071
Men	37,780	46,909	42,894	34,957	36,530	44,137	37,741
Women	39,423	44,828	41,994	39,195	38,091	52,642	36,543
Private for-profit	34,251	50,743	45,612	42,678	34,590	32,263	27,224
4-year	35,928	52,257	46,004	43,774	37,752	18,962	26,789
Men	36,373	52,237	45,813	43,820	38,477	†	26,131
Women	35,198	52,309	46,409	43,716	36,582	18,962	27,795
2-year	32,053	29,739	36,315	31,823	32,210	34,610	29,879
Men	33,460	34,774	33,333	31,804	33,687	29,455	29,711
Women	30,434	24,890	39,297	31,828	30,432	34,932	30,016

† Not applicable. No full-time faculty salaries were reported in this category.

<sup>1</sup> Includes faculty at institutions without standard academic ranks.

<sup>2</sup> Total salary outlays for full-time instructional faculty (by rank) on 11/12-month contracts were adjusted to 9/10-month outlays by multiplying the outlay for 11/12-month contracted faculty by 0.8182. The "equated" outlays were then added to the outlays for 9/10-month faculty to determine an average salary for each rank. Salaries for faculty on less-than-9-month contracts are not included.

NOTE: Data are for degree-granting institutions except for those institutions at which all instructional faculty were part time, contributed their services, were in the military, or taught preclinical or clinical medicine. Instructional faculty are those members of the instruction/research staff who are employed full time and whose specific assignments customarily are made for the purpose of providing instruction or teaching, including those with released time for research. Full-time instructional faculty also include those for whom it is not possible to differentiate between instruction/teaching, research, and public service because each of these functions is an integral component of his/her regular assignment. They are reported as "primarily instruction" or "instruction combined with research and/or public service" in the full-time non-medical school part of the Employees by Assigned Position section. Twelve institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06, Human Resources component, Salaries section.

Table 6. Average fringe benefits of full-time instructional faculty at Title IV degree-granting institutions, by control of institution: United States, academic year 2005-06

Adjusted 9-month average fringe benefits <sup>1</sup>	Total	Public	Private	
			not-for-profit	Private for-profit
Retirement plan (vested within 5 years) <sup>2</sup>	\$6,387	\$6,438	\$6,592	\$1,056
Retirement plan (vested after 5 years) <sup>2</sup>	5,908	6,111	4,812	1,325
Medical/dental plans	6,578	6,921	6,095	3,003
Group life insurance	221	207	225	474
Other insurance benefits	1,137	1,300	880	571
Guaranteed disability income protection	287	289	287	213
Tuition plan (dependents only)	4,324	1,502	8,185	2,014
Housing plan	5,628	4,446	6,003	†
Social Security taxes	4,324	4,210	4,777	2,467
Unemployment compensation	240	204	310	406
Workers' compensation	465	439	528	374
Other benefits in kind with cash options	1,543	1,493	1,617	1,241

† Not applicable.

<sup>1</sup> Average amounts for 11/12-month contracts were adjusted to 9-month averages by multiplying the average 11/12-month amount by 0.8182.

<sup>2</sup> The retirement plan does not include Social Security.

NOTE: Data are for degree-granting institutions except for those institutions at which all instructional faculty were part time, contributed their services, were in the military, or taught preclinical or clinical medicine. Instructional faculty are those members of the instruction/research staff who are employed full time and whose specific assignments customarily are made for the purpose of providing instruction or teaching, including those with released time for research. Full-time instructional faculty also include those for whom it is not possible to differentiate between instruction/teaching, research, and public service because each of these functions is an integral component of his/her regular assignment. They are reported as "primarily instruction" or "instruction combined with research and/or public service" in the full-time non-medical school part of the Employees by Assigned Position section. Twelve institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06, Human Resources component, Salaries section.



# Appendix A: Survey Methodology

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## Overview

IPEDS defines a postsecondary institution as an organization that is open to the public and has a primary mission of providing education or training beyond the high school level. The primary focus of the IPEDS winter 2005-06 data collection was to collect data from Title IV institutions. These institutions have Program Participation Agreements (PPAs) with the Office of Postsecondary Education (OPE) within the U.S. Department of Education and thus are eligible to participate in Title IV student financial aid programs. There were 6,705 Title IV institutions<sup>1</sup> and administrative offices located in the United States and the other jurisdictions<sup>2</sup> of the United States, such as Puerto Rico, at the beginning of the 2005-06 academic year. Nine institutions lost Title IV eligibility before the winter 2005-06 data collection began, leaving 6,613 institutions and 83 administrative offices.

IPEDS began collecting data from all postsecondary institutions in 1986, when it superseded the Higher Education General Information Survey (HEGIS), which was directed at institutions of higher education only. HEGIS data were collected from 1966 through 1985. In 1992, the focus of IPEDS became the Title IV institutions, when the Higher Education Amendments made reporting to IPEDS mandatory for these institutions. In 2000, IPEDS implemented a web-based data collection system with the capability of tailoring data collections screens to each institution. Edits were also built into the system to give immediate feedback to the institutions when problems were detected. This system has allowed for earlier release of data to institutions and the public, primarily through the IPEDS Peer Analysis System and College Opportunities On-Line.

The winter 2005-06 data collection was entirely web-based. Institutions in the universe were asked to enter their survey responses using the IPEDS data collection website. The winter 2005-06 IPEDS data were collected between December 7, 2005, and January 25, 2006. The collection of the Human Resources (HR) component had three sections: Employees by Assigned Position (EAP), Fall Staff (S), and Salaries (SA). These three sections were previously separate components but were merged into the single HR component for 2005-06 in order to simplify reporting and ensure data consistency and accuracy.

The glossary and instructions have also been restructured based on the new design to improve consistency of reporting between sections. For example, in the past, institutions could classify librarians and counselors as either “Faculty” or “Other professional (support/service)”; however, institutions must now classify librarians and counselors as “Other professional (support/service)” only. (For detailed information on the primary functions/occupational activities, refer to appendix B.)

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<sup>1</sup> Includes 6,622 institutions and 83 administrative offices (central or system offices). The administrative offices are required to complete the Institutional Characteristics component in the fall, the EAP and Fall Staff sections of the Human Resources component in the winter, and the Finance component in the winter or spring (if they have their own separate budget). Also includes the U.S. service academies.

<sup>2</sup> The other jurisdictions surveyed in IPEDS are American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands.

For HR 2005-06, the term “faculty” was changed to “staff whose primary responsibility is instruction, research, and/or public service,” but for purposes of this report, the term “faculty” will continue to be used. Also, for HR 2005-06, the term “full-time instructional faculty” was changed to “full-time instructional staff,” but for purposes of this report, the term “full-time instructional faculty” will continue to be used.

## **Terminology Used in the IPEDS Web Collection**

Please refer to the glossary provided in appendix B for definitions of various terms.

## **Universe, Institutions Surveyed, and Response Rates**

The IPEDS universe is established during the fall collection period. For the 2005-06 cycle, 49 institutions and one administrative office included in prior IPEDS data collections were declared to be outside the scope of IPEDS because they were closed or were merged with another institution. Furthermore, another 173 institutions included separately in prior IPEDS data collections were reclassified and are now reported by a parent institution. In addition, 193 institutions and one administrative office were added to the universe. These schools were identified from several sources, including a universe review by state coordinators, a review of the data file maintained by OPE, and information provided by the institutions themselves.

According to Section 490 of the Higher Education Amendments of 1992 (P.L. 102- 325), IPEDS is mandatory for any institutions that participate in or are applicants for participation in any federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended (20 USC 1094(a)(17)). Therefore, most of the studies that use IPEDS data concentrate on the Title IV institutions, and this group is the main focus of IPEDS. To ensure the inclusion of all Title IV participants, the full set of 6,705 Title IV entities in the established IPEDS universe was validated by matching it with OPE’s Postsecondary Education Participation System (PEPS) file.

The IPEDS database includes institutions that do not participate in Title IV financial aid programs. These institutions are invited to participate in the IPEDS program, and if they voluntarily respond to the surveys, the institutions are included in College Opportunities On-Line (IPEDS COOL). IPEDS COOL is a website developed to help parents and students make informed decisions about postsecondary education.

Not all Title IV institutions were required to complete all sections of the HR component. Nine institutions were not required to complete the HR component because they closed during the collection year. The Employees by Assigned Position section of the HR component was required of all Title IV institutions and administrative offices. The Fall Staff section was required of Title IV institutions and related administrative offices that had 15 or more full-time staff.<sup>3</sup> The Salaries section was required of Title IV degree-granting institutions except for those institutions at which all instructional faculty were part time, contributed their services, were in the military, or taught preclinical or clinical medicine. Of the 6,696 Title IV entities eligible for the winter 2005-06 IPEDS collection, all 6,613 institutions and 83 administrative offices were eligible for the EAP section, 4,832 institutions and 79 administrative offices were eligible for the Fall Staff section, and 4,233 institutions (including 12 impacted by natural disasters) and 3 administrative offices (children of in-scope parents) were eligible for the Salaries section. Although 6,696 Title IV entities were eligible for the winter 2005-06 IPEDS collection, 13 institutions that were

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<sup>3</sup> Fall Staff data are required biannually, for odd-numbered reporting years.



significantly affected by Hurricanes Katrina and Rita in 2005 were unable to participate in the EAP and Fall Staff sections of the Human Resources component of the winter data collection, while 12 were unable to respond to the Salaries section. Their data were not imputed and are not included in this report.

Table A-1 provides the number of Title IV institutions and administrative offices and the survey response rates for the HR component and the three HR sections for winter 2005-06 by degree-granting status and level and control of institution for the United States and other jurisdictions. Because Title IV institutions are the primary focus of IPEDS and they are required to respond, response rates for Title IV institutions and administrative offices in the winter 2005-06 IPEDS collection were quite high. The overall response rate in winter 2005-06 was over 99.9 percent for the HR component. The response rates for the individual HR sections follow: for EAP, the response rate was over 99.9 percent, for Fall Staff, the response rate was 99.9 percent, and for Salaries, the response rate was over 99.9 percent.

Table A-1a provides the number of Title IV institutions and administrative offices and the survey response rates for the HR component and the three HR sections for winter 2005-06 by degree-granting status, and level and control of institution for those institutions located in the United States only (excluding any other jurisdictions). NCES requires that the potential for nonresponse bias for all institutions (including those in the other jurisdictions) be analyzed for sectors for which the response rate was less than 90 percent. As shown in table A-1, no sectors require this analysis.

## **Survey Procedures**

The winter 2005-06 IPEDS data collection was conducted using the IPEDS web-based data collection system. Each institution appointed a keyholder, who was the person responsible for ensuring that survey data submitted by the institution were correct. The keyholder could generate UserIDs and passwords for up to six additional survey respondents who could also enter or review data. For many institutions, keyholders were also required to edit and “lock” the data; locking is equivalent to submitting completed data to NCES. Additionally, many states or systems had one or more coordinators.

Coordinators are individuals who take responsibility for a specified group of institutions to ensure that all data were entered correctly. Some coordinators may be responsible for a system of institutions (e.g., SUNY—the State University of New York); others may coordinate all or some institutions in a state. Also, coordinators may elect to provide different levels of review. For example, some may only view data provided by their institutions, while others may upload, review, or lock data for their institutions.

For the 2005-06 IPEDS data collection, keyholders were asked to register prior to the fall 2005 data collection. Registration information, including UserIDs and passwords, was e-mailed to existing keyholders in mid-July. Also in mid-July, letters were sent to chief executive officers (CEOs) at institutions without preregistered keyholders, requesting that they appoint a keyholder for the 2005-06 collection year. The package included a letter for the keyholder and a registration certificate with the institution’s UserID and password for the entire 2005-06 collection period. Subsequent registration mailings were sent to CEOs of institutions at which a keyholder had still not been registered, in mid-August, mid-September, mid-December, and mid-March. At the beginning of the winter and spring collections, in late November and early March, respectively, e-mail messages were sent to registered keyholders and coordinators requesting that they update

Table A-1. Response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2005-06 data collection, by survey component or section, degree-granting status, and level and control of institution: United States and other jurisdictions

Degree-granting status and level and control of institution	Human Resources component <sup>1</sup>			Employees by Assigned Position section <sup>1</sup>		
	Final universe	Number responded	Response rate (%)	Final universe	Number responded	Response rate (%)
All institutions	6,683	6,681	100.0	6,683	6,681	100.0
Public	2,106	2,104	99.9	2,106	2,104	99.9
Private not-for-profit	1,915	1,915	100.0	1,915	1,915	100.0
Private for-profit	2,662	2,662	100.0	2,662	2,662	100.0
4-year	2,702	2,700	99.9	2,702	2,700	99.9
Public	696	694	99.7	696	694	99.7
Private not-for-profit	1,589	1,589	100.0	1,589	1,589	100.0
Private for-profit	417	417	100.0	417	417	100.0
2-year	2,243	2,243	100.0	2,243	2,243	100.0
Public	1,192	1,192	100.0	1,192	1,192	100.0
Private not-for-profit	222	222	100.0	222	222	100.0
Private for-profit	829	829	100.0	829	829	100.0
Less-than-2-year	1,738	1,738	100.0	1,738	1,738	100.0
Public	218	218	100.0	218	218	100.0
Private not-for-profit	104	104	100.0	104	104	100.0
Private for-profit	1,416	1,416	100.0	1,416	1,416	100.0
Degree-granting	4,428	4,426	100.0	4,428	4,426	100.0
4-year	2,685	2,683	99.9	2,685	2,683	99.9
Public	695	693	99.7	695	693	99.7
Private not-for-profit	1,573	1,573	100.0	1,573	1,573	100.0
Private for-profit	417	417	100.0	417	417	100.0
2-year	1,743	1,743	100.0	1,743	1,743	100.0
Public	1,091	1,091	100.0	1,091	1,091	100.0
Private not-for-profit	117	117	100.0	117	117	100.0
Private for-profit	535	535	100.0	535	535	100.0
Non-degree-granting	2,255	2,255	100.0	2,255	2,255	100.0
4-year <sup>3</sup>	17	17	100.0	17	17	100.0
Public	1	1	100.0	1	1	100.0
Private not-for-profit	16	16	100.0	16	16	100.0
Private for-profit	†	†	†	†	†	†
2-year	500	500	100.0	500	500	100.0
Public	101	101	100.0	101	101	100.0
Private not-for-profit	105	105	100.0	105	105	100.0
Private for-profit	294	294	100.0	294	294	100.0
Less-than-2-year	1,738	1,738	100.0	1,738	1,738	100.0
Public	218	218	100.0	218	218	100.0
Private not-for-profit	104	104	100.0	104	104	100.0
Private for-profit	1,416	1,416	100.0	1,416	1,416	100.0

See notes at end of table.

Table A-1. Response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2005-06 data collection, by survey component or section, degree-granting status, and level and control of institution: United States and other jurisdictions—Continued

Degree-granting status and level and control of institution	Fall Staff section <sup>1</sup>			Salaries section <sup>2</sup>		
	Final universe	Number responded	Response rate (%)	Final universe	Number responded	Response rate (%)
All institutions	4,898	4,895	99.9	4,224	4,222	100.0
Public	1,980	1,978	99.9	1,707	1,705	99.9
Private not-for-profit	1,610	1,609	99.9	1,621	1,621	100.0
Private for-profit	1,308	1,308	100.0	896	896	100.0
4-year	2,512	2,510	99.9	2,543	2,541	99.9
Public	694	692	99.7	647	645	99.7
Private not-for-profit	1,449	1,449	100.0	1,510	1,510	100.0
Private for-profit	369	369	100.0	386	386	100.0
2-year	1,810	1,809	99.9	1,680	1,680	100.0
Public	1,180	1,180	100.0	1,059	1,059	100.0
Private not-for-profit	127	126	99.2	111	111	100.0
Private for-profit	503	503	100.0	510	510	100.0
Less-than-2-year	576	576	100.0	1	1	100.0
Public	106	106	100.0	1	1	100.0
Private not-for-profit	34	34	100.0	†	†	†
Private for-profit	436	436	100.0	†	†	†
Degree-granting	4,097	4,094	99.9	4,222	4,220	100.0
4-year	2,508	2,506	99.9	2,543	2,541	99.9
Public	693	691	99.7	647	645	99.7
Private not-for-profit	1,446	1,446	100.0	1,510	1,510	100.0
Private for-profit	369	369	100.0	386	386	100.0
2-year	1,589	1,588	99.9	1,679	1,679	100.0
Public	1,086	1,086	100.0	1,058	1,058	100.0
Private not-for-profit	86	85	98.8	111	111	100.0
Private for-profit	417	417	100.0	510	510	100.0
Non-degree-granting	801	801	100.0	2	2	100.0
4-year <sup>3</sup>	4	4	100.0	†	†	†
Public	1	1	100.0	†	†	†
Private not-for-profit	3	3	100.0	†	†	†
Private for-profit	†	†	†	†	†	†
2-year	221	221	100.0	1	1	100.0
Public	94	94	100.0	1	1	100.0
Private not-for-profit	41	41	100.0	†	†	†
Private for-profit	86	86	100.0	†	†	†
Less-than-2-year	576	576	100.0	1	1	100.0
Public	106	106	100.0	1	1	100.0
Private not-for-profit	34	34	100.0	†	†	†
Private for-profit	436	436	100.0	†	†	†

† Not applicable.

<sup>1</sup> Thirteen institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

<sup>2</sup> Twelve institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

<sup>3</sup> These institutions grant certificates at the postbaccalaureate and post-master's levels; they do not award degrees.

NOTE: The Employees by Assigned Position section was applicable to all institutions and administrative offices. The Fall Staff section was applicable to institutions and administrative offices that had 15 or more full-time staff. The Salaries section was applicable to degree-granting institutions except for those institutions at which all instructional faculty were part time, contributed their services, were in the military, or taught pre-clinical or clinical medicine. Although the Salaries section was not applicable to non-degree-granting institutions and administrative offices, five degree-granting institutions (parents) reported not only their own data, but also data for two non-degree-granting institutions and three administrative offices (children). Data were imputed for all Human Resources nonrespondents. For one (partial) respondent, all Staff data and Part B of the Salaries data were imputed. The other jurisdictions include American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06.

Table A-1a. Response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2005-06 data collection, by survey component or section, degree-granting status, and level and control of institution: United States

Degree-granting status and level and control of institution	Human Resources component <sup>1</sup>			Employees by Assigned Position section <sup>1</sup>		
	Final universe	Number responded	Response rate (%)	Final universe	Number responded	Response rate (%)
All institutions	6,521	6,519	100.0	6,521	6,519	100.0
Public	2,080	2,078	99.9	2,080	2,078	99.9
Private not-for-profit	1,863	1,863	100.0	1,863	1,863	100.0
Private for-profit	2,578	2,578	100.0	2,578	2,578	100.0
4-year	2,638	2,636	99.9	2,638	2,636	99.9
Public	678	676	99.7	678	676	99.7
Private not-for-profit	1,550	1,550	100.0	1,550	1,550	100.0
Private for-profit	410	410	100.0	410	410	100.0
2-year	2,218	2,218	100.0	2,218	2,218	100.0
Public	1,184	1,184	100.0	1,184	1,184	100.0
Private not-for-profit	218	218	100.0	218	218	100.0
Private for-profit	816	816	100.0	816	816	100.0
Less-than-2-year	1,665	1,665	100.0	1,665	1,665	100.0
Public	218	218	100.0	218	218	100.0
Private not-for-profit	95	95	100.0	95	95	100.0
Private for-profit	1,352	1,352	100.0	1,352	1,352	100.0
Degree-granting	4,340	4,338	100.0	4,340	4,338	100.0
4-year	2,621	2,619	99.9	2,621	2,619	99.9
Public	677	675	99.7	677	675	99.7
Private not-for-profit	1,534	1,534	100.0	1,534	1,534	100.0
Private for-profit	410	410	100.0	410	410	100.0
2-year	1,719	1,719	100.0	1,719	1,719	100.0
Public	1,083	1,083	100.0	1,083	1,083	100.0
Private not-for-profit	113	113	100.0	113	113	100.0
Private for-profit	523	523	100.0	523	523	100.0
Non-degree-granting	2,181	2,181	100.0	2,181	2,181	100.0
4-year <sup>3</sup>	17	17	100.0	17	17	100.0
Public	1	1	100.0	1	1	100.0
Private not-for-profit	16	16	100.0	16	16	100.0
Private for-profit	†	†	†	†	†	†
2-year	499	499	100.0	499	499	100.0
Public	101	101	100.0	101	101	100.0
Private not-for-profit	105	105	100.0	105	105	100.0
Private for-profit	293	293	100.0	293	293	100.0
Less-than-2-year	1,665	1,665	100.0	1,665	1,665	100.0
Public	218	218	100.0	218	218	100.0
Private not-for-profit	95	95	100.0	95	95	100.0
Private for-profit	1,352	1,352	100.0	1,352	1,352	100.0

See notes at end of table.

Table A-1a. Response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2005-06 data collection, by survey component or section, degree-granting status, and level and control of institution: United States—Continued

Degree-granting status and level and control of institution	Fall Staff section <sup>1</sup>			Salaries section <sup>2</sup>		
	Final universe	Number responded	Response rate (%)	Final universe	Number responded	Response rate (%)
All institutions	4,772	4,769	99.9	4,142	4,140	100.0
Public	1,954	1,952	99.9	1,683	1,681	99.9
Private not-for-profit	1,561	1,560	99.9	1,582	1,582	100.0
Private for-profit	1,257	1,257	100.0	877	877	100.0
4-year	2,448	2,446	99.9	2,484	2,482	99.9
Public	676	674	99.7	630	628	99.7
Private not-for-profit	1,410	1,410	100.0	1,475	1,475	100.0
Private for-profit	362	362	100.0	379	379	100.0
2-year	1,788	1,787	99.9	1,657	1,657	100.0
Public	1,172	1,172	100.0	1,052	1,052	100.0
Private not-for-profit	123	122	99.2	107	107	100.0
Private for-profit	493	493	100.0	498	498	100.0
Less-than-2-year	536	536	100.0	1	1	100.0
Public	106	106	100.0	1	1	100.0
Private not-for-profit	28	28	100.0	†	†	†
Private for-profit	402	402	100.0	†	†	†
Degree-granting	4,011	4,008	99.9	4,140	4,138	100.0
4-year	2,444	2,442	99.9	2,484	2,482	99.9
Public	675	673	99.7	630	628	99.7
Private not-for-profit	1,407	1,407	100.0	1,475	1,475	100.0
Private for-profit	362	362	100.0	379	379	100.0
2-year	1,567	1,566	99.9	1,656	1,656	100.0
Public	1,078	1,078	100.0	1,051	1,051	100.0
Private not-for-profit	82	81	98.8	107	107	100.0
Private for-profit	407	407	100.0	498	498	100.0
Non-degree-granting	761	761	100.0	2	2	100.0
4-year <sup>3</sup>	4	4	100.0	†	†	†
Public	1	1	100.0	†	†	†
Private not-for-profit	3	3	100.0	†	†	†
Private for-profit	†	†	†	†	†	†
2-year	221	221	100.0	1	1	100.0
Public	94	94	100.0	1	1	100.0
Private not-for-profit	41	41	100.0	†	†	†
Private for-profit	86	86	100.0	†	†	†
Less-than-2-year	536	536	100.0	1	1	100.0
Public	106	106	100.0	1	1	100.0
Private not-for-profit	28	28	100.0	†	†	†
Private for-profit	402	402	100.0	†	†	†

† Not applicable.

<sup>1</sup> Thirteen institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

<sup>2</sup> Twelve institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

<sup>3</sup> These institutions grant certificates at the postbaccalaureate and post-master's levels; they do not award degrees.

NOTE: The Employees by Assigned Position section was applicable to all institutions and administrative offices. The Fall Staff section was applicable to institutions and administrative offices that had 15 or more full-time staff. The Salaries section was applicable to degree-granting institutions except for those institutions at which all instructional faculty were part time, contributed their services, were in the military, or taught pre-clinical or clinical medicine. Although the Salaries section was not applicable to non-degree-granting institutions and administrative offices, five degree-granting institutions (parents) reported not only their own data, but also data for two non-degree-granting institutions and three administrative offices (children). Data were imputed for all Human Resources nonrespondents. For one (partial) respondent, all Staff data and Part B of the Salaries data were imputed. The other jurisdictions include American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06.

or confirm their registration contact information when the collections opened. Schools were allowed to designate a new keyholder at any time during the collection year, if needed. As with previous IPEDS studies, follow-up for nonresponse was conducted with CEOs, coordinators, and keyholders via mail, e-mail, and telephone throughout all three collection periods.

The web-based survey instruments offered many features designed to improve the quality and timeliness of the data. As indicated above, survey respondents were required to register before entering 2005-06 data to ensure a point of contact between NCES/IPEDS and the institution.

Online data entry forms were tailored to each institution based on characteristics such as degree-granting status and presence of a medical school. When data from previous years were available for an institution, they were preloaded on the customized forms for easy reference and comparison purposes. Once the 2005-06 data were entered, either manually or through file upload, the keyholders were required to run edit checks and resolve all errors before they were able to lock their data. Once data were locked, they were considered “submitted,” regardless of whether or not the coordinator had reviewed the submission.

Once the data were complete and all locks were applied, IPEDS help desk staff conducted a final review. If any additional problems were detected, the help desk staff contacted the institutions to resolve any remaining questions. Once all problems were resolved, the final data were migrated to the Peer Analysis System, where they were made available to other responding institutions for comparison purposes. Because of confidentiality issues, Fall Staff and Salaries data were perturbed during the migration process to protect any individually identifiable information.

## **Survey Sections**

### **Human Resources**

The Human Resources (HR) component comprises three sections: Employees by Assigned Position (EAP), Fall Staff, and Salaries. A description of each HR section follows.

#### *Employees by Assigned Position (EAP)*

This section of the HR component was required by all Title IV institutions and administrative offices for winter 2005-06. The EAP section categorizes all staff on the institution’s payroll as of November 1 of the collection year, by employment status (full or part time), faculty status, and primary function/occupational activity. The medical school pages of EAP were applicable to institutions with M.D. and/or D.O. programs only. Employees affiliated with (housed in or under the authority of) the medical school were reported with the medical school. For example, if an institution’s medical school employees were housed with the institution’s employees in other health-related disciplines (e.g., dentistry, veterinary medicine, nursing), the institution was instructed to report both sets of employees in the medical school part of the EAP section and list the other health-related disciplines in the designated comment box in the EAP section.

Employees who were in health disciplines that were not considered part of the medical school were reported in the non-medical school part of EAP.

The primary functions/occupational activities are faculty (primarily instruction, instruction combined with research and/or public service, primarily research, and primarily public service), executive/administrative/managerial, other professionals (support/service), graduate assistants, technical and paraprofessionals, clerical and secretarial, skilled crafts, and service/maintenance. If, by institutional definition, a staff member has faculty status, the staff member is categorized

according to tenure status: with tenure, on tenure track, or not on tenure track/no tenure system. If the staff member does not have faculty status, he or she is counted as “without faculty status.”

All full-time instructional faculty classified in the EAP full time non-medical school part as either (1) primarily instruction or (2) instruction combined with research and/or public service are included in the Salaries section, unless they are exempted because of one of the exclusions noted in the description of the Salaries section on the next page.

### *Fall Staff*

This section of the HR component is required every 2 years, in odd-numbered years, and was required for winter 2005-06. (During even-numbered years, reporting Fall Staff data is optional.) There are two versions of the Fall Staff section. The long version, which replaced the EEO-6<sup>4</sup> survey in 1993, is required by Title IV degree-granting institutions and related administrative offices that have 15 or more full-time staff, and the shorter version is required by Title IV non-degree-granting institutions and related administrative offices that have 15 or more full-time staff. The long version has six parts:

- Part A: Full-time faculty by racial/ethnic category, gender, contract length, and salary class intervals;
- Part B: All other full-time staff by racial/ethnic category, gender, primary function/occupational activity, and salary class intervals;
- Part D: Part-time staff by racial/ethnic category, gender, and primary function/occupational activity;
- Part E: Summary of full-time and part-time staff by racial/ethnic category and gender;
- Part F: Faculty and tenure status of full-time faculty by racial/ethnic category, gender, and academic rank; and
- Part G: New hires by racial/ethnic category, gender, and primary function/occupational activity.

The short version has three parts:

- Part A: Full-time staff by racial/ethnic category, gender, and primary function/occupational activity;
- Part B: Part-time staff by racial/ethnic category, gender, and primary function/occupational activity; and
- Part C: Summary of full-time and part-time staff by racial/ethnic category and gender.

In the Fall Staff section, data are collected for all staff on the payroll of the institution as of November 1 of the collection year<sup>5</sup>. While most of the primary functions/occupational activities in the Fall Staff section are the same as the primary functions/occupational activities in the EAP section, the “faculty” job category is the exception to this rule. The “faculty” reported in the Fall Staff section is equivalent to the same group of people reported in the EAP section as primarily

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<sup>4</sup> Between 1987 and 1991, the Fall Staff data were collected in cooperation with the U.S. Equal Employment Opportunity Commission (EEOC). Beginning in 1993, all schools formerly surveyed by EEOC (using the EEO-6 survey form) were required to report through IPEDS Fall Staff.

<sup>5</sup> There are slightly different reporting requirements for the new hires part of the long version of Fall Staff. For more information on new hires, refer to the glossary (appendix B).

instruction, instruction combined with research and/or public service, primarily research, and primarily public service.

### *Salaries*

This section of the HR component collects data on full-time instructional faculty—that is, those classified as either primarily instruction or instruction combined with research and/or public service (except those in medical schools, as described above). The Salaries section is required by Title IV degree-granting institutions except for those institutions at which all instructional faculty are part time, contribute their services, are in the military, or teach preclinical or clinical medicine. The data are current as of November 1 of the collection year and include all full-time instructional faculty on the payroll.

Part A of the Salaries section collects the number of full-time instructional faculty on 9/10-month and 11/12-month contracts by gender and academic rank (professor, associate professor, assistant professor, instructor, lecturer, and no academic rank) and the corresponding salary outlays. The number of full-time instructional faculty on less-than-9-month contracts by gender and academic rank is also collected; however, salary outlays are not collected for this group of faculty. Part B collects data on the fringe benefit expenditures and the number of full-time instructional faculty on 9/10-month and 11/12-month contracts covered by these benefits. Types of fringe benefits included are retirement plans, medical/dental plans, group life insurance, other insurance benefits, guaranteed disability income protection, tuition plan (dependents only), housing plan, employer portion of Social Security taxes, unemployment compensation, workers' compensation, and other benefits in kind with cash options.

Note: The tables included in this First Look report use “equated” or “adjusted” faculty salaries (salaries equated to 9-month contracts). Total salary outlays for full-time instructional faculty (by rank) on 11/12-month contracts were adjusted to 9/10-month outlays by multiplying the outlay for 11/12-month contracted faculty by 0.8182. The “equated” outlays were then added to the outlays for 9/10-month faculty to determine an average salary for each rank. Salaries for faculty on less-than-9-month contracts were not collected.

### **Edit Procedures**

Edit checks were built into the web-based instrument to detect major reporting errors. The system automatically generated average salaries or totals for each section (as required), and edit checks compared current responses to previously reported data. The edit checks could be run at any time during the collection. As edit checks were executed, survey respondents were allowed to correct any errors detected by the system. If data were entered correctly but failed the edit checks, the survey respondents were asked either to confirm that the data were correct as entered or to explain why the data appeared to be out of the expected data range. All edit checks had to be resolved (confirmed, explained, or corrected) before the survey could be locked. Survey respondents were also provided with one or more caveats boxes for each survey section and were encouraged to use this area to explain any special circumstances that might not be evident in their reported data. In addition, the data were manually reviewed for additional inconsistencies by coordinators (when applicable) and the IPEDS help desk staff. When necessary, keyholders were contacted to verify the accuracy of the data.

For the EAP and Salaries sections, current year data were compared to the previous year's data and large discrepancies had to be explained. For the Fall Staff section, current year data were compared to data from 2 years prior (fall 2003) because reporting of Fall Staff data from one



year prior (fall 2004) was optional. Large discrepancies in Fall Staff from fall 2003 to fall 2005 had to be explained. In addition, for the Salaries section, average salaries were calculated, and checks were in place for unusually high or unusually low averages. The number of full-time instructional faculty receiving fringe benefits could not exceed the total number of full-time instructional faculty by contract length, except for the tuition plan (dependents only) benefit. The number of full-time instructional faculty in the Salaries section had to be equal to the number of full-time, non-medical school faculty reported as either primarily instruction or instruction combined with research and/or public service in the EAP section and less than or equal to the number of full-time faculty in the Fall Staff section (if applicable).

## Imputation Procedures

All sections of the HR component were subject to imputation for nonresponse. The EAP, Fall Staff, and Salaries data for Title IV institutions were imputed for both total (institutional) nonresponse and partial (item) nonresponse. The imputation base was restricted to institutions satisfying the following conditions:

- The institution must participate in Title IV student financial aid programs.
- The institution must be currently active<sup>6</sup> in IPEDS.
- The institution must not be a child<sup>7</sup> institution.
- For the Fall Staff section, the institution must have at least 15 full-time staff members.
- For the Salaries section, the institution must be a degree-granting institution.
- For the Salaries section, all of the institution's instructional faculty must not fall into one or more of the following categories:
  - Instructional faculty who are employed on a part-time basis.
  - Instructional faculty who contribute their services.
  - Instructional faculty who are military personnel.
  - Instructional faculty who teach preclinical or clinical medicine.

The HR component was imputed using 73 imputation groups as necessary to ensure imputed data were donated from institutions with characteristics similar to those of the nonresponding institution. The imputation groups were formed based primarily on institutional sector, undergraduate, graduate, and first-professional offerings.

The following imputation methods<sup>8</sup> were used to impute missing data in the HR component:

- *Carry Forward*—Reported prior year data were carried forward to the current year. The prior year data were used as the base value for the imputation. To adjust for year-to-year change, the base value was then multiplied by an adjustment ratio for each section of the HR component. The adjustment ratio varied from section to section of the component. For EAP, the adjustment factor used was the ratio of total staff reported in the current year to those reported in the prior year, within the imputation group. For Fall Staff, the adjustment was proportional to the ratio of total full-time equivalent staff in the current year to full-time

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<sup>6</sup> Institutions that did not respond were verified as currently active (open for business) prior to imputation through telephone calls or e-mail.

<sup>7</sup> A child is one who has all of its data reported by another institution referred to as a parent.

<sup>8</sup> Imputation methods are listed in order of preferred usage. If data are not available for application of one method, the next method is used.

equivalent staff in the 2 prior years, within the imputation group. For Salaries, a year-to-year adjustment was made to faculty counts using the ratio of total reported faculty in the current year to total reported employed in the prior year, within the imputation group. Also, an inflation adjustment was used for salary outlays and benefit expenditures. This ratio is total salary outlays (or benefit expenditures) in the current year to total salary outlays (or benefit expenditures) in the prior year, within the imputation group.

- *Nearest Neighbor*—Previous year Fall Enrollment data were used to determine the distance between an imputee and a potential donor. The distance measure was full-time equivalent (FTE) enrollment, defined as  $(1/3 \times \text{part-time students}) + (\text{full-time students})$ . Each nearest neighbor imputee was imputed with the current year HR data from the donor in the same imputation group with the nearest value of the distance measure. The donor's data values were multiplied by the ratio of the imputee's distance measure to the donor's distance measure.
- *Group Median*—If insufficient prior year data were available to perform any of the previously described methods, the group median method was used. For each imputation group, the sum of all full-time staff and one-third of the part-time staff was calculated for each institution. The institution with the median value of this measure within each imputation group was the donor institution.

For the EAP section, table A-2 depicts information on the total number of staff along with the number and percentages of staff that were imputed for all Title IV institutions and administrative offices in the United States, by control of institution, employment status, primary function/occupational activity, degree-granting status, and medical school staff status.

For the Fall Staff component, table A-3 depicts information on the number of staff and new hires along with the number and percentages of staff that were imputed for Title IV institutions and administrative offices that had 15 or more full-time staff in the United States, by control of institution, employment status, primary function/occupational activity, gender, and degree-granting status.

For the Salaries section, table A-4 depicts the total salary outlays along with the amounts and percentages that were imputed for Title IV degree-granting institutions in the United States, by control of institution, contract length, gender, and academic rank. Table A-5 provides the total benefit expenditures along with the amounts and percentages that were imputed for Title IV degree-granting institutions in the United States, by control of institution, contract length, and benefit type.

Table A-2. Staff, number of staff imputed, and percentages imputed for all Title IV institutions and administrative offices, by control of institution, employment status, primary function/occupational activity, degree-granting status, and medical school staff status: United States, fall 2005

Employment status, primary function/occupational activity, degree-granting status, and medical school staff status	Total			Public			Private not-for-profit			Private for-profit		
	Staff	Imputed		Staff	Imputed		Staff	Imputed		Staff	Imputed	
		Number	Percent		Number	Percent		Number	Percent		Number	Percent
Total <sup>1</sup>	3,453,461	343	#	2,293,866	343	#	980,934	0	0.0	178,661	0	0.0
Full-time staff	2,228,959	335	#	1,446,849	335	#	689,527	0	0.0	92,583	0	0.0
Primarily instruction	448,895	44	#	288,180	44	#	133,857	0	0.0	26,858	0	0.0
Instruction/research/public service	182,317	127	0.1	125,821	127	0.1	53,483	0	0.0	3,013	0	0.0
Primarily research	48,950	1	#	31,784	1	#	17,126	0	0.0	40	0	0.0
Primarily public service	15,914	0	0.0	11,267	0	0.0	4,559	0	0.0	88	0	0.0
Executive/administrative/managerial	198,322	31	#	99,265	31	#	83,042	0	0.0	16,015	0	0.0
Other professional (support/service)	574,034	42	#	382,012	42	#	168,530	0	0.0	23,492	0	0.0
Technical and paraprofessionals	156,960	26	#	112,219	26	#	41,092	0	0.0	3,649	0	0.0
Clerical and secretarial	353,692	28	#	222,475	28	#	114,032	0	0.0	17,185	0	0.0
Skilled crafts	59,182	11	#	44,716	11	#	14,337	0	0.0	129	0	0.0
Service/maintenance	190,693	25	#	129,110	25	#	59,469	0	0.0	2,114	0	0.0
Part-time staff	1,224,502	8	#	847,017	8	#	291,407	0	0.0	86,078	0	0.0
Primarily instruction	560,963	3	#	344,962	3	#	139,291	0	0.0	76,710	0	0.0
Instruction/research/public service	55,911	3	#	39,326	3	#	14,287	0	0.0	2,298	0	0.0
Primarily research	11,022	0	0.0	7,871	0	0.0	3,136	0	0.0	15	0	0.0
Primarily public service	6,589	0	0.0	5,097	0	0.0	1,470	0	0.0	22	0	0.0
Executive/administrative/managerial	6,841	0	0.0	3,202	0	0.0	3,210	0	0.0	429	0	0.0
Other professional (support/service)	90,787	0	0.0	62,129	0	0.0	26,826	0	0.0	1,832	0	0.0
Graduate assistants <sup>2</sup>	317,207	0	0.0	257,954	0	0.0	59,101	0	0.0	152	0	0.0
Technical and paraprofessionals	39,525	0	0.0	31,197	0	0.0	7,563	0	0.0	765	0	0.0
Clerical and secretarial	94,714	2	#	69,080	2	#	22,879	0	0.0	2,755	0	0.0
Skilled crafts	2,656	0	0.0	1,936	0	0.0	662	0	0.0	58	0	0.0
Service/maintenance	38,287	0	0.0	24,263	0	0.0	12,982	0	0.0	1,042	0	0.0
Degree-granting	3,387,088	343	#	2,267,781	343	#	975,585	0	0.0	143,722	0	0.0
Non-degree-granting	66,373	0	0.0	26,085	0	0.0	5,349	0	0.0	34,939	0	0.0
Staff (except those in medical schools)	3,125,329	343	#	2,107,954	343	#	838,714	0	0.0	178,661	0	0.0
Medical school employees	328,132	0	0.0	185,912	0	0.0	142,220	0	0.0	†	†	†

† Not applicable.

# Rounds to zero.

<sup>1</sup> Data are for all institutions and administrative offices.

<sup>2</sup> By definition, graduate students are part-time.

NOTE: Table is restricted to U.S. institutions only. For institutions in other jurisdictions, no staff were imputed. Thirteen institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06, Human Resources component, Employees by Assigned Position section.

Table A-3. Staff and new hires, number imputed, and percentage imputed for Title IV institutions and administrative offices, by control of institution, employment status, primary function/occupational activity, gender, and degree-granting status: United States, fall 2005

Employment status, primary function/ occupational activity, gender, and degree- granting status	Total		Public			Private not-for-profit			Private for-profit		
	Imputed		Imputed			Imputed			Imputed		
	Staff	Number Percent	Staff	Number Percent	Staff	Number Percent	Staff	Number Percent	Staff	Number Percent	
Total (degree-granting and non-degree-granting institutions and administrative offices)											
Total	3,428,811	361	# 2,291,281	343	# 975,043	18	# 162,487	0	0.0		
Full-time staff	2,216,291	351	# 1,445,923	335	# 687,258	16	# 83,110	0	0.0		
Faculty <sup>1</sup>	689,753	178	# 456,515	172	# 207,945	6	# 25,293	0	0.0		
Executive/administrative/ managerial	195,174	33	# 99,131	31	# 82,482	2	# 13,561	0	0.0		
Other professional (support/ service)	572,550	48	# 381,924	42	# 168,268	6	# 22,358	0	0.0		
Technical and paraprofessionals	156,818	26	# 112,210	26	# 41,048	0	0.0 3,560	0	0.0		
Clerical and secretarial	352,422	29	# 222,346	28	# 113,794	1	# 16,282	0	0.0		
Skilled crafts	59,160	11	# 44,716	11	# 14,330	0	0.0 114	0	0.0		
Service/maintenance	190,414	26	# 129,081	25	# 59,391	1	# 1,942	0	0.0		
Part-time staff	1,212,520	10	# 845,358	8	# 287,785	2	# 79,377	0	0.0		
Faculty <sup>1</sup>	624,753	8	# 395,787	6	# 155,346	2	# 73,620	0	0.0		
Executive/administrative/ managerial	6,397	0	0.0 3,172	0	0.0 3,031	0	0.0 194	0	0.0		
Other professional (support/ service)	90,295	0	0.0 62,062	0	0.0 26,659	0	0.0 1,574	0	0.0		
Graduate assistants <sup>2</sup>	317,146	0	0.0 257,954	0	0.0 59,061	0	0.0 131	0	0.0		
Technical and paraprofessionals	39,393	0	0.0 31,175	0	0.0 7,515	0	0.0 703	0	0.0		
Clerical and secretarial	93,938	2	# 69,029	2	# 22,662	0	0.0 2,247	0	0.0		
Skilled crafts	2,629	0	0.0 1,932	0	0.0 650	0	0.0 47	0	0.0		
Service/maintenance	37,969	0	0.0 24,247	0	0.0 12,861	0	0.0 861	0	0.0		
Men	1,600,273	248	# 1,063,345	237	# 457,299	11	# 79,629	0	0.0		
Women	1,828,538	113	# 1,227,936	106	# 517,744	7	# 82,858	0	0.0		
Degree-granting	3,379,087	361	# 2,267,687	343	# 971,425	18	# 139,975	0	0.0		
Non-degree-granting	49,724	0	0.0 23,594	0	0.0 3,618	0	0.0 22,512	0	0.0		
Degree-granting institutions and related administrative offices only											
New hires (full-time only) <sup>3</sup>	142,024	16	# 82,700	16	# 50,219	0	0.0 9,105	0	0.0		
Professional staff	97,504	10	# 56,852	10	# 34,861	0	0.0 5,791	0	0.0		
Faculty <sup>1</sup>	47,695	8	# 30,055	8	# 16,257	0	0.0 1,383	0	0.0		
Executive/administra- tive/ managerial	8,256	2	# 3,614	2	0.1 4,005	0	0.0 637	0	0.0		
Other professional (support/ service)	41,553	0	0.0 23,183	0	0.0 14,599	0	0.0 3,771	0	0.0		
Nonprofessional staff	44,520	6	# 25,848	6	# 15,358	0	0.0 3,314	0	0.0		
Technical and paraprofessionals	10,480	2	# 6,597	2	# 3,492	0	0.0 391	0	0.0		
Clerical and secretarial	21,890	4	# 11,408	4	# 7,689	0	0.0 2,793	0	0.0		
Skilled crafts	1,756	0	0.0 1,352	0	0.0 396	0	0.0 8	0	0.0		
Service/maintenance	10,394	0	0.0 6,491	0	0.0 3,781	0	0.0 122	0	0.0		

# Rounds to zero.

<sup>1</sup> Staff whose primary responsibility is instruction, research, and/or public service.

<sup>2</sup> By definition, all graduate assistants are part time.

<sup>3</sup> New hires are full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2005, either for the first time (new to the institution) or after a break in service and who were still on the payroll of the institution as of November 1, 2005. New hires do not include persons who have returned from sabbatical leave or full-time faculty working less-than-9-month contracts/teaching periods. New hires are included in the counts of all staff.

NOTE: Table is restricted to U.S. institutions only. Data are for institutions and administrative offices that have 15 or more full-time staff.

For institutions in other jurisdictions, no staff were imputed. Thirteen institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06, Human Resources component, Fall Staff section.

Table A-4. Salary outlays, amounts imputed, and percentages imputed for Title IV degree-granting institutions, by control of institution, contract length, gender, and academic rank: United States, academic year 2005-06

[Salary amounts are in thousands of dollars.]

Gender and academic rank	Total <sup>1</sup>			Public			Private not-for-profit			Private for-profit		
	Salary outlays	Imputed Amount	Imputed Percent	Salary outlays	Imputed Amount	Imputed Percent	Salary outlays	Imputed Amount	Imputed Percent	Salary outlays	Imputed Amount	Imputed Percent
9/10-month contract												
Total	\$29,798,808	\$3,263	#	\$20,407,969	\$3,263	#	\$9,354,264	\$0	0.0	\$36,575	\$0	0.0
Men	18,750,022	2,126	#	12,565,021	2,126	#	6,165,362	0	0.0	19,638	0	0.0
Professor	8,661,178	1,140	#	5,425,003	1,140	#	3,232,788	0	0.0	3,387	0	0.0
Associate	4,098,595	583	#	2,651,166	583	#	1,445,873	0	0.0	1,555	0	0.0
Assistant professor	3,291,290	372	#	2,175,311	372	#	1,114,076	0	0.0	1,904	0	0.0
Instructor	1,486,290	31	#	1,343,976	31	#	135,333	0	0.0	6,981	0	0.0
Lecturer	441,930	0	0.0	318,715	0	0.0	123,215	0	0.0	†	†	†
No academic rank	770,739	0	0.0	650,851	0	0.0	114,077	0	0.0	5,811	0	0.0
Women	11,048,786	1,136	#	7,842,948	1,136	#	3,188,901	0	0.0	16,937	0	0.0
Professor	2,710,168	604	#	1,769,595	604	#	938,731	0	0.0	1,843	0	0.0
Associate	2,587,676	302	#	1,684,776	302	#	901,907	0	0.0	993	0	0.0
Assistant professor	2,757,211	231	#	1,793,291	231	#	959,636	0	0.0	4,284	0	0.0
Instructor	1,700,087	0	0.0	1,520,081	0	0.0	173,150	0	0.0	6,856	0	0.0
Lecturer	484,023	0	0.0	359,994	0	0.0	124,029	0	0.0	†	†	†
No academic rank	809,622	0	0.0	715,211	0	0.0	91,448	0	0.0	2,962	0	0.0
11/12-month contract												
Total	6,219,532	12,038	0.2	3,788,973	12,038	0.3	1,712,293	0	0.0	718,265	0	0.0
Men	3,905,688	9,994	0.3	2,405,130	9,994	0.4	1,066,668	0	0.0	433,890	0	0.0
Professor	1,643,409	3,401	0.2	1,178,682	3,401	0.3	433,860	0	0.0	30,867	0	0.0
Associate	717,220	3,484	0.5	459,291	3,484	0.8	241,337	0	0.0	16,592	0	0.0
Assistant professor	497,920	1,972	0.4	296,438	1,972	0.7	190,765	0	0.0	10,716	0	0.0
Instructor	662,732	314	#	275,335	314	0.1	76,602	0	0.0	310,795	0	0.0
Lecturer	75,348	822	1.1	58,098	822	1.4	17,178	0	0.0	72	0	0.0
No academic rank	309,060	0	0.0	137,286	0	0.0	106,925	0	0.0	64,848	0	0.0
Women	2,313,844	2,044	0.1	1,383,843	2,044	0.1	645,626	0	0.0	284,375	0	0.0
Professor	452,981	430	0.1	309,305	430	0.1	132,065	0	0.0	11,612	0	0.0
Associate	441,466	848	0.2	277,338	848	0.3	156,240	0	0.0	7,889	0	0.0
Assistant professor	487,248	466	0.1	279,731	466	0.2	201,332	0	0.0	6,185	0	0.0
Instructor	602,220	59	#	322,265	59	#	73,967	0	0.0	205,988	0	0.0
Lecturer	93,471	241	0.3	76,975	241	0.3	14,990	0	0.0	1,505	0	0.0
No academic rank	236,458	0	0.0	118,229	0	0.0	67,032	0	0.0	51,197	0	0.0

† Not applicable.

# Rounds to zero.

<sup>1</sup> Data are for degree-granting institutions except for those institutions at which all instructional faculty were part time, contributed their services, were in the military, or taught preclinical or clinical medicine.

NOTE: Table is restricted to U.S. institutions only. No salary outlays were imputed for institutions in other jurisdictions. Twelve institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06, Human Resources component, Salaries section.

Table A-5. Benefit expenditures, amounts imputed, and percentages imputed for Title IV degree-granting institutions, by control of institution, contract length, and benefit type: United States, academic year 2005-06

[Benefit amounts are in thousands of dollars.]

Benefit type	Total			Public			Private not-for-profit			Private for-profit		
	Expenditures	Imputed Amount	Percent	Expenditures	Imputed Amount	Percent	Expenditures	Imputed Amount	Percent	Expenditures	Imputed Amount	Percent
9/10-month contract												
Retirement plans—vested within 5 years	\$1,968,318	\$0	0.0	\$1,196,902	\$0	0.0	\$770,487	\$0	0.0	\$928	\$0	0.0
Retirement plans—vested after 5 years	777,838	0	0.0	735,259	0	0.0	42,404	0	0.0	175	0	0.0
Medical/dental plans	2,860,412	0	0.0	2,131,954	0	0.0	726,259	0	0.0	2,198	0	0.0
Group life insurance	73,156	0	0.0	45,897	0	0.0	26,980	0	0.0	279	0	0.0
Other insurance benefits	46,225	0	0.0	34,314	0	0.0	11,824	0	0.0	87	0	0.0
Guaranteed disability income protection	74,908	0	0.0	44,509	0	0.0	30,365	0	0.0	34	0	0.0
Tuition plan	214,991	0	0.0	40,569	0	0.0	174,318	0	0.0	104	0	0.0
Housing plan	20,269	0	0.0	4,060	0	0.0	16,209	0	0.0	†	†	†
Social Security taxes	1,814,312	2	#	1,182,399	2	#	629,268	0	0.0	2,645	0	0.0
Unemployment compensation	72,262	0	0.0	47,950	0	0.0	24,059	0	0.0	254	0	0.0
Workers' compensation	167,242	0	0.0	105,983	0	0.0	60,891	0	0.0	368	0	0.0
Other benefits in kind with cash options	52,949	1	#	26,500	1	#	26,415	0	0.0	34	0	0.0
11/12-month contract												
Retirement plans—vested within 5 years	342,718	8	#	210,839	0	0.0	123,818	8	#	8,061	0	0.0
Retirement plans—vested after 5 years	159,956	0	0.0	140,781	0	0.0	13,703	0	0.0	5,472	0	0.0
Medical/dental plans	481,126	21	#	291,600	0	0.0	140,100	21	#	49,426	0	0.0
Group life insurance	22,008	1	#	9,188	0	0.0	6,063	1	#	6,757	0	0.0
Other insurance benefits	13,914	#	#	9,376	0	0.0	3,411	#	#	1,128	0	0.0
Guaranteed disability income protection	18,367	1	#	10,348	0	0.0	6,407	1	#	1,612	0	0.0
Tuition plan	32,489	0	0.0	5,618	0	0.0	21,136	0	0.0	5,734	0	0.0
Housing plan	4,770	0	0.0	657	0	0.0	4,114	0	0.0	†	†	†
Social Security taxes	358,362	686	0.2	204,369	678	0.3	106,720	9	#	47,273	0	0.0
Unemployment compensation	22,529	1	#	6,821	0	0.0	8,296	1	#	7,412	0	0.0
Worker's compensation	34,769	1	#	16,043	0	0.0	12,529	1	#	6,197	0	0.0
Other benefits in kind with cash options	16,527	2,344	14.2	12,700	2,344	18.5	3,439	0	0.0	388	0	0.0

† Not applicable.

# Rounds to zero.

NOTE: Data are for degree-granting institutions except for those institutions at which all instructional faculty were part time, contributed their services, were in the military, or taught preclinical or clinical medicine. Table is restricted to U.S. institutions only. For institutions in other jurisdictions, no expenditures were imputed. Twelve institutions that were required to complete this section of the Human Resources (HR) Component could not respond to HR at all due to natural disaster; their data were not imputed, and they are not represented in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2005-06, Human Resources component, Salaries section.

## **Data Perturbation and Confidentiality**

Under law, public use data collected and distributed by the National Center for Education Statistics (NCES) may be used only for statistical purposes. Any effort to determine the identity of any reported case by public-use data users is prohibited by law. Violations are subject to Class E felony charges of a fine up to \$250,000 and/or a prison term up to 5 years.

In order to preserve the confidentiality of individuals' salaries, data in the Fall Staff and Salaries data files are subject to perturbation. Perturbation of the salaries data was performed in such a manner that the average salaries by institutional level were not affected by perturbation. All salaries data in this report are based on the perturbed data. Fall Staff and Salaries data included in the Peer Analysis System are perturbed.





## Appendix B: Glossary of IPEDS Terms

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9/10-month salary contract/teaching period: The contracted teaching period of faculty employed for two semesters, three quarters, two trimesters, two 4-month sessions, or the equivalent.

11/12-month salary contract/teaching period: The contracted teaching period of faculty employed for the entire year, usually for a period of 11 or 12 months.

child institution: An institution that has its data reported by another institution, known as the parent institution.

clerical and secretarial: A primary function or occupational activity category used to classify persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmer) and/or information and other paperwork required in an office. Also includes occupational titles such as switchboard operators, including answering service; telephone operators; bill and account collectors; billing and posting clerks and machine operators; bookkeeping, accounting, and auditing clerks; payroll and timekeeping clerks; procurement clerks; file clerks; clerical library assistants; human resources assistants, except payroll and timekeeping; shipping, receiving, and traffic clerks; secretaries and administrative assistants; computer operators; data entry and information processing workers; desktop publishers; mail clerks and mail machine operators (except postal service); office clerks (general); office machine operators (except computer); and proofreaders and copy markers.

control (of institution): A classification of whether an institution is operated by publicly elected or appointed officials (public control) or by privately elected or appointed officials and derives its major source of funds from private sources (private control).

coordinator: The person responsible for Integrated Postsecondary Education Data System (IPEDS) survey-related coordination activities for a specified group of schools within a state. This person may have certain viewing, verifying, and locking privileges on the data collection system.

degree-granting institution: An institution offering an associate's, bachelor's, master's, doctor's, or first-professional degree.

donor institution: A responding institution whose values are assigned to the imputee.

executive, administrative, and managerial: A primary function or occupational activity category used to classify persons whose assignments require management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment. Included in this category are staff holding titles such as top executives; chief executives; general and operations managers; advertising, marketing, promotions, public relations, and sales managers; operations specialties managers; administrative services managers; computer and information systems managers; financial managers; human resources managers; purchasing managers; postsecondary education administrators such as presidents, vice presidents (including assistants and associates), deans (including assistants and

associates) if their principal activity is administrative and not primarily instruction, research or public service, directors (including assistants and associates), department heads (including assistants and associates) if their principal activity is administrative and not primarily instruction, research or public service, assistant and associate managers (including first-line managers of service, production and sales workers who spend more than 80 percent of their time performing supervisory activities); engineering managers; food service managers; lodging managers; and medical and health services managers.

faculty: Persons whose specific assignments customarily are made for the purpose of providing instruction or teaching, research, or public service as a principal activity (or activities). They may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Faculty may also include the chancellor/president, provost, vice provosts, deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instruction combined with research and/or public service. The designation as “faculty” is separate from the activities to which they may be currently assigned. For example, a newly appointed president of an institution may also be appointed as a faculty member. Graduate, teaching, and research assistants are not included in this category.

four-year institution: A postsecondary institution that offers programs of at least 4 years’ duration or one that offers programs at or above the baccalaureate level. Includes schools that offer postbaccalaureate certificates only or those that offer graduate programs only. Also includes free-standing medical, law, or other first-professional schools.

fringe benefits: Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee’s contribution. Employee fringe benefits include retirement plans, employer portion of Social Security taxes, medical/dental plans, guaranteed disability income protection plans, tuition plans, housing plans, unemployment compensation plans, group life insurance plans, workers' compensation plans, and other benefits in-kind with cash options.

full-time instructional faculty: Those members of the instruction/research staff who are employed full time and whose specific assignments customarily are made for the purpose of providing instruction or teaching, including those with released time for research. Also includes full-time faculty for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of his/her regular assignment.

graduate assistants: Graduate-level students who are employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. Graduate students having titles such as graduate assistant, teaching assistant, teaching associate, teaching fellow, or research assistant typically hold these positions.

imputee: A nonresponding institution that has its values imputed.

institutional affiliation: A classification that indicates whether a private not-for-profit institution is associated with a religious group or denomination. Private not-for-profit institutions may be either independent or religiously affiliated.

instruction combined with research and/or public service: A primary function or occupational activity category used to classify persons for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of his/her regular assignment. These employees may hold academic rank titles of professor, associate

professor, assistant professor, instructor, lecturer, or the equivalent. These employees may also hold titles such as deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is instruction combined with research and/or public service.

keyholder: The person designated by an official institutional representative to have in their possession the necessary UserID and password to gain access to the Integrated Postsecondary Education Data System (IPEDS) data collection system to complete the survey. The keyholder is responsible for entering data and locking the site by each survey completion date.

less-than-2-year institution: A postsecondary institution that offers programs of less than 2 years' duration below the baccalaureate level. Includes occupational and vocational schools with programs that do not exceed 1,800 contact hours.

less-than-9-month salary contract/teaching period: The contracted teaching period of faculty employed for less than two semesters, three quarters, two trimesters, or two 4-month sessions.

level (of institution): A classification of whether an institution's programs are of at least 4 years' duration or beyond a baccalaureate level (4-year institution), at least 2 but less than 4 years (2-year institution), or less than 2 years (less-than-2-year institution).

medical school staff (staff): Staff employed by or staff working in the medical school (M.D. and/or D.O.) component of a postsecondary institution or in a freestanding medical school. Does not include staff employed by or employees working strictly in a hospital associated with a medical school or those who work in health or allied health schools or departments such as dentistry, veterinary medicine, nursing, or dental hygiene unless the health or allied health schools or departments are affiliated with (housed in or under the authority of) the medical school.

new hires: Full-time permanent staff who were included on the payroll of the institution between July 1<sup>st</sup> and October 31<sup>st</sup> of the survey year, either for the first time (new to the institution) or after a break in service and who were still on the payroll of the institution as of November 1<sup>st</sup> of the same survey year. Does not include persons who have returned from sabbatical leave or full-time faculty working less-than-9-month contracts/teaching periods.

non-degree-granting institution: An institution offering only postbaccalaureate, post-master's, or first-professional certificates, or certificates or diplomas of 4 years or less.

nonprofessional staff: Staff of an institution whose primary function or occupational activity is classified as one of the following: technical and paraprofessional; clerical and secretarial; skilled crafts; or service/maintenance.

not on tenure track: Positions that are considered non-tenure-earning positions.

on tenure track: Personnel positions that lead to consideration for tenure.

OPE: Office of Postsecondary Education.

other professional (support/service): A primary function or occupational activity category used to classify persons employed for the primary purpose of performing academic support, student service, and institutional support, whose assignments would require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Included in this category are all staff holding titles such as business operations specialists; buyers and purchasing agents; human resources, training, and labor relations specialists; management analysts; meeting and

convention planners; miscellaneous business operations specialists; financial specialists; accountants and auditors; budget analysts; financial analysts and advisors; financial examiners; loan counselors and officers; computer specialists; computer and information scientists, researchers; computer programmers; computer software engineers; computer support specialists; computer systems analysts; database administrators; network and computer systems administrators; network systems and data communication analysts; counselors, social workers, and other community and social service specialists; counselors; social workers; health educators; clergy; directors, religious activities and education; lawyers; librarians, curators, and archivists; museum technicians and conservators; librarians; artists and related workers; designers; athletes, coaches, and umpires; dancers and choreographers; music directors and composers; chiropractors; dentists; dietitians and nutritionists; optometrists; pharmacists; physicians and surgeons; podiatrists; registered nurses; therapists; and veterinarians.

parent institution: An institution that reports data for another institution, known as the child institution.

PEPS: Postsecondary Education Participation System (database used by OPE to track all institutions eligible for Title IV federal student financial aid programs).

postsecondary education institution: An institution that has as its sole purpose, or one of its primary missions, the provision of postsecondary education. Postsecondary education is the provision of a formal instructional program whose curriculum is designed primarily for students beyond the compulsory age for high school. This includes programs whose purpose is academic, vocational, or continuing professional education, and excludes avocational and adult basic education programs. For IPEDS, these institutions must be open to the public.

primarily instruction: A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction or teaching and who may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is instruction.

primarily public service: A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of carrying out public service activities such as agricultural extension services, clinical services, or continuing education and who may hold academic rank titles of professor, associate professor, or assistant professor. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is public service.

primarily research: A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of conducting research and who may hold academic rank titles of professor, associate professor, of assistant professor or titles such as research associate or postdoctoral fellow. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is research.

primary function/occupational activity: The principal activity of a staff member as determined by the institution. If an individual participates in two or more activities, the primary activity is normally determined by the amount of time spent in each activity. Occupational activities are designated as

follows: executive, administrative, and managerial; faculty (instruction/research/public service); graduate assistants; other professional (support/service); technical and paraprofessional; clerical and secretarial; skilled crafts; and service/maintenance (see separate definitions).

private for-profit institution: A private institution in which the individual(s) or agency in control receives compensation other than wages, rent, or other expenses for the assumption of risk.

private institution: An educational institution controlled by a private individual(s) or by a nongovernmental agency, usually supported primarily by other than public funds, and operated by other than publicly elected or appointed officials. These institutions may be either for-profit or not-for-profit.

private not-for-profit institution: A private institution in which the individual(s) or agency in control receives no compensation, other than wages, rent, or other expenses for the assumption of risk. These include both independent not-for-profit schools and those affiliated with a religious organization.

professional staff: Staff of an institution whose primary function or occupational activity is classified as one of the following: faculty; executive, administrative, managerial; other professional (support/service); or graduate assistant.

Program Participation Agreement (PPA): A written agreement between a postsecondary institution and the Secretary of Education. This agreement allows institutions to participate in any of the Title IV student assistance programs other than the State Student Incentive Grant (SSIG) and the National Early Intervention Scholarship and Partnership (NEISP) programs. The PPA conditions the initial and continued participation of an eligible institution in any Title IV program upon compliance with the General Provisions regulations, the individual program regulations, and any additional conditions specified in the program participation agreement that the Department of Education requires the institution to meet. Institutions with such an agreement are referred to as Title IV institutions.

race/ethnicity: Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group. The groups used to categorize U.S. citizens, resident aliens, and other eligible non-citizens are as follows: American Indian/Alaska Native; Asian/Pacific Islander; Black, non-Hispanic; Hispanic; White, non-Hispanic.

sector: One of nine institutional categories resulting from dividing the universe according to control and level. Control categories are public, private not-for-profit, and private for-profit. Level categories are 4 years and higher (4-year institutions), at least 2 but less than 4 years (2-year institutions), and less than 2 years (less-than-2-year institutions). For example: sector 1 = public 4-year institutions; sector 2 = private not-for-profit 4-year institutions.

service/maintenance: A primary function or occupational activity category used to classify persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or that contribute to the upkeep of the institutional property. Includes titles such as fire fighters; law enforcement workers; parking enforcement workers; police officers; security guards; lifeguards; ski patrol; cooks and food preparation workers; food and beverage serving workers; fast food and counter workers; waiters and waitresses; other food preparation- and serving-related workers; building cleaning and pest control workers; grounds maintenance workers; electrical and electronic equipment mechanics; installers and repairers; radio and telecommunications equipment installers and repairers; avionics technicians; electric motor, power tool, and related repairers; vehicle and mobile equipment mechanics, installers, and repairers; control and valve

installers and repairers; heating, air conditioning, and refrigeration mechanics and installers; air transportation workers; motor vehicle operators; and parking lot attendants.

skilled crafts: A primary function or occupational activity category used to classify persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes occupational titles such as welders, cutters, solderers, and brazers; bookbinders and bindery workers; printers; cabinetmakers and bench carpenters; plant and system operators; stationary engineers and boiler operators; water and liquid waste treatment plant and system operators; crushing, grinding, polishing, mixing, and blending workers; medical, dental, and ophthalmic laboratory technicians; painting workers; photographic process workers and processing machine operators; and etchers and engravers.

technical and paraprofessional: A primary function or occupational activity category used to classify persons whose assignments require specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training, or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma. Includes persons who perform some of the duties of a professional in a supportive role, which usually requires less formal training and experience than normally required for professional status. Includes mathematical technicians; life, physical, and social science technicians; agricultural and food science technicians; chemical technicians; geological and petroleum technicians; nuclear technicians; paralegals and legal assistants; miscellaneous legal support workers; health technologists and technicians; dietetic technicians; pharmacy technicians; licensed practical and licensed vocational nurses; medical records and health information technicians; opticians, dispensing; healthcare support occupations; nursing aides, orderlies, and attendants; physical therapist assistants and aides; massage therapists; dental assistants; medical assistants; and pharmacy aides.

tenure status: Status of a personnel position with respect to permanence of the position.

Title IV institution: An institution that has a written agreement with the Secretary of Education that allows the institution to participate in any of the Title IV federal student financial assistance programs (other than the State Student Incentive Grant [SSIG] and the National Early Intervention Scholarship and Partnership [NEISP] programs).

two-year institution: A postsecondary institution that offers programs of at least 2 but less than 4 years' duration. Includes occupational and vocational schools with programs of at least 1,800 hours and academic institutions with programs of less than 4 years. Does not include bachelor's degree-granting institutions where the baccalaureate program can be completed in 3 years or those institutions offering programs above the baccalaureate level.

UserID: A series of numbers possibly with an alpha prefix that is created for a specific user to be able to access a system. Each user is required to have a UserID and a password for security purposes in order to access the Integrated Postsecondary Education Data System (IPEDS) data collection system.